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Union: **Clarkstown Association of Support Services, SAANYS**

Local:

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AD2/8773

COLLECTIVE BARGAINING AGREEMENT

Between

CLARKSTOWN CENTRAL SCHOOL DISTRICT

And

CLARKSTOWN ASSOCIATION OF SUPPORT SERVICES

("CLASS")/SAANYS

July 1, 2005- August 31, 2010

RECEIVED

JAN 08 2008

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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Preamble

In order to implement the provisions of New York Civil Service Law Article 14 (the "Taylor Law" or the "Act"), and to establish an effective and harmonious working relationship between the **CLARKSTOWN CENTRAL SCHOOL DISTRICT** (the "District") and the **CLARKSTOWN ASSOCIATION OF SUPPORT SERVICES/SAANYS** {hereinafter referred to as "CLASS" or the "Association"}, the parties do mutually agree as follows:

ARTICLE 1 - Recognition

The District has recognized and hereby does recognize the Association as the exclusive representative and bargaining agent of a bargaining unit composed of all support services administrative and supervisory personnel of the District including: Computer Technician, Audiovisual Mechanic, Information Systems Analyst, and Information Systems Analyst II.

ARTICLE 2 - Compensation

Section 1- Increases

(a) Salaries for the 2005-06 through 2009-10 school years shall be as shown in Appendix A. Salary increases shall be made effective September 1 of each year.

(b) All unit members shall start on Column 1. The District, in its sole, unreviewable discretion, may move employees to a higher column for superior performance. The reasons for determining that the unit member's performance has been superior (e.g., successfully taking on additional projects, undergoing additional training on unit member's own time, marked positive effect on school performance) shall be stated in the unit member's evaluation.

(c) Initial step placement is at the District's sole, unreviewable discretion; provided, that the September 7, 2005 Memorandum of Agreement shall be adhered to. Thereafter, unit members shall advance one step per contract year, except as provided below.

Section 2 - Reductions of Increases

The Superintendent or his/her designee, in his/her sole, unreviewable discretion, may determine that the performance of certain unit members has been unsatisfactory.

The reasons for such determination (e.g., failure to follow directives, misuse of time, poor leadership) shall be set forth in writing to the unit member(s). Also in the sole, unreviewable discretion of the Superintendent or his/her designee, up to two unit members whose performance has been determined to be unsatisfactory shall not receive the step increase that would otherwise have followed that determination.

Section 3 - Bonuses

In his sole, unreviewable discretion, the Superintendent may choose to give bonus payments to certain unit members whose evaluations indicate superior performance, in addition to their salaries as set forth in Article 2(1). The reasons for determining that the unit member's performance has been superior (e.g., successfully taking on additional projects, undergoing additional training on unit member's own time, marked positive effect on school performance) shall be stated in the evaluations.

Bonuses shall not be applied to base salaries.

The District will supply the Association's president with a list of bonus awards.

Bonus monies must be determined by September 1st of the following year.

Section 4 - Evaluations

The Superintendent or his/her designee shall meet with each unit member at least twice a year to discuss the unit member's performance. Any known concerns will be shared at these meetings, and will be memorialized in writing within ten working days thereafter. The first such meeting each year shall be held between November 1 and December 15. The second such meeting shall be held between March 1 and April 15.

Section 5 - Longevity Bonus

Unit members who have served 20 or more years will receive a one-time bonus of \$2,000 (which will not go into base) in appreciation for their long-term service. This will occur in the year following the year in which they reached their 20th year of service.

Section 6 – Work on School Plays

The Audiovisual Mechanic may be required to work on the lighting, sound, and set-up for secondary school plays. In return for such services, the Audiovisual

Mechanic shall be paid \$1000 per play, covering all rehearsals and up to four performances. Persons not in the bargaining unit may also perform such duties, at the District's discretion.

ARTICLE 3 - Hours of Employment

The regular work week of all unit members shall be 37.5 hours per week. Time off for lunch is additional. Overtime pay will be paid only as required by the Fair Labor Standards Act; provided, that overtime policies in place as of March 12, 1997 will continue in effect for those individuals who were members of the bargaining unit on that date. No overtime shall be worked except by prior express permission of a nonbargaining-unit manager with direct authority over the employee in question. At the District's discretion, overtime may be paid in the form of comp time, in accordance with the Fair Labor Standards Act.

The District may assign all unit members to a 12 noon to 8 pm schedule instead of a conventional 8 am to 4 pm schedule on up to four days of each school year. (This is unrelated to situations wherein the unit member and administration have agreed to an alternative work schedule, such as 7 am to 3 pm). With approval of the administration, unit members may substitute for one another. For example, one may work two such days if another works six, etc., so long as the total of such days per annum is not less than four times the number of unit members.

Employees in the Information Technology Department may be placed on call during nonworking hours. Such employees shall be paid a stipend of \$1000 per year, but other than that they shall be paid only for the hours they actually work while on call. For the purposes of the Fair Labor Standards Act, on-call hours will not be considered to be working time. If an on-call employee notes a problem that needs correction, (s)he shall immediately contact the Director and/or Assistant Director of Information Technology, who shall decide what overtime work, if any, shall be performed to address the problem.

Unit members may be called in to work after regular work hours, on weekends, and during break periods. On such occasions, unit members shall be paid for the extra hours they actually work in money or comp time, at the District's discretion.

In addition to his/her regular hours, each employee shall be required to work two 4-hour shifts for evening school events (e.g., Board meetings, school presentations, media nights, etc.), with no extra compensation.

ARTICLE 4 – Holidays

Unit members shall be granted 15 paid holidays, to be determined by the District calendar.

ARTICLE 5 – Leaves of Absence

A. Sick Leave: Unit members shall receive 16 sick days per year, cumulative to 90 days. An employee with more than 90 days in his or her sick leave bank as of July 1, 2000 shall maintain that number of days as his or her maximum cumulative bank. Irrespective of the foregoing limitations, for 41J purposes, only, employees may accumulate up to 165 days in a sick leave bank separately maintained for such purposes.

B. Personal Days: Up to 3 days per year may be allowed for personal leave. One day will be allowed as an emergency personal day requiring no reason or prior approval. Existing District standards, as followed for members of the Clarkstown Administrators Association, will govern the remaining 2 days.

C. Unpaid Leave: An unpaid leave of absence of not more than one year may be granted at the Superintendent's sole discretion. The exercise of the Superintendent's discretion to approve or deny requests for such leave shall not be grievable.

D. Jury Duty: Upon the receipt of a summons for jury duty, unit members must immediately notify the Assistant Superintendent for Business. If the Assistant Superintendent so directs, the unit member shall request an adjournment of the jury service to a date determined by the Assistant Superintendent. When serving jury duty, unit members shall take all steps available to them to minimize work time missed, consistent with their legal duty. The first three (3) days of jury duty shall be deducted from the unit member's accumulated sick leave. Unit members who are required to serve for longer than three (3) days will receive full pay for the duration of their mandatory service, provided that the above rules have been complied with.

E. Bereavement Leave: Up to 5 calendar days will be allowed per occurrence of death in the immediate family defined as: parent or legal guardian, spouse, sibling, child, grandchild, or parent of spouse.

ARTICLE 6- Vacation

A. Unit members employed in the following position as of March 1, 1997 shall receive 23 vacation days each July 1: Audiovisual Mechanic.

B. All other unit members, including all unit members hired after March 1, 1997, shall receive 15 vacation days each July 1.

C. Vacations shall be scheduled at the mutual convenience of the District and the employee. In case of disagreement, the District shall have the right to determine when vacation days shall be taken. Vacation time shall be requested in writing at least one week prior to a vacation of one day, and at least three weeks prior to a vacation of two or more days, which requirements may be waived by the immediate supervisor in his or her discretion in appropriate circumstances, subject to the needs of the District.

D. Employees working less than one year shall receive a prorated number of vacation days on their first July 1st.

E. Employees hired prior to July 1, 2000 may, upon resignation or retirement, be paid for all accrued vacation time at their per diem rate of pay.

F. Employees hired on or after July 1, 2000, may, upon resignation or retirement, be paid for a maximum of twenty-three (23) unutilized vacation days.

ARTICLE 7- Benefits

A. The District shall make available group health and dental insurance coverage to all eligible unit members and their eligible dependents. The insurance coverage and benefits for such employees and dependents shall be as provided in the certificates furnished by the insurance carrier.

B. The District will establish an IRC §125 plan in order for employee insurance contributions to be deducted from employee pay on a pre-tax basis.

C. Employees and their dependents under this Agreement shall have the opportunity to elect coverage under one of the group contracts for health insurance entered into between the District and one of several health insurance providers. The contribution of the employee toward the premium for such group health insurance coverage so elected shall be the following percentage of the total premium charged per enrollee for such coverage, with the District paying the remainder:

Effective July 1, 2005: 40%
Effective September 1, 2006: 39%
Effective September 1, 2007: 38%
Effective September 1, 2008 and following: 37%
Effective September 1, 2009 and following: 35%

D. The Board reserves its right to transfer all or any part of the health benefit plans from the providers currently under contract with the employer to successor providers at any time during the term of this Agreement, provided that substantially

equivalent coverage is offered to the insured employees and such employees' covered dependents as a result of such change. Neither the number nor identities of participating providers of health care, nor better recordkeeping or improved efficiency in the operation of the successor provider shall be taken into account in determining whether a successor carrier(s) is substantially equivalent to its predecessor(s). The Board guarantees that any successor provider will provide substantially equivalent coverage to that currently provided to the District's employees. In making such guarantee the Board shall rely upon the carriers representations to it that its coverage shall be substantially equivalent to existing coverage, including waiver of pre-existing conditions. It is understood and agreed that, in determining substantial equivalence, a successor provider shall be compared with the incumbent provider. Should a dispute arise between the District and the Association as to a claimed lack of substantial equivalency, the parties hereby agree to be bound by the grievance procedure as contained in this Agreement. Should the dispute resolution process result in a determination that the plans are not broadly substantially equivalent, then the Board has the option to pay the difference upon presentation of such a claim, either directly or by arranging for payment by the successor carrier, or to cancel the change in carriers.

E. The District shall furnish group term life insurance to all eligible unit members covered by this Agreement in the amount of such unit member's annual salary at no cost to the member. Unit members who desire additional term life insurance with accidental death and dismemberment coverage may have such coverage through the District's insurance contract in an amount equivalent to twice such unit member's annual salary by paying for such additional coverage through payroll deductions.

F. Unit members shall be eligible for dental insurance coverage by the District based upon the District's current "North American Administrators" plan provided to central office employees.

G. Reimbursement for reasonable expenses incurred for District activities and professional meetings shall be made upon prior approval in writing by the Superintendent of Schools or his/her designee.

H. Reimbursement for business use of a personal motor vehicle approved by the Superintendent of Schools or his/her designee shall be paid to District Administrators. The reimbursement rate paid shall be in accordance with the District's policy in effect on March 1, 1997.

ARTICLE 8 - Educational Reimbursement and Training

A. The District may recommend training or certification to unit members based on their primary or secondary responsibilities. If the District requires training or certification and the employee fails to obtain it, the District may freeze the employee's salary (i.e., no step increase) until the employee complies, at which time any step increase shall be prospective only.

B. The District shall reimburse the employee for any training or certification required by or approved in advance by the District, as long as the employee successfully completes such training or certification. However, if an employee who has received such reimbursement resigns from his/her employment, or is discharged for any reason, within one year of the end of the training or certification, then the employee shall repay such reimbursement to the District within 30 days of the termination of the employment. The District may deduct any money owed under this Section from the employee's last paycheck(s).

C. All decisions by the District as to what training or certifications are approved for reimbursement are in the District's sole, nonreviewable discretion.

D. *[This paragraph applies only to unit members hired from July 1, 2004 through June 30, 2005 who began Microsoft training to be certified as Network Engineers before June 30, 2005, and who are on track toward receiving, or who already have received, such certificate on or before August 31, 2006]:* Subject unit members who become certified as Network Engineers will thereafter maintain their certification, and receive training necessary to maintain certification. In return, subject unit members shall receive additional salary as follows:

1. Subject unit members who successfully complete a required or elective course, as long as it is a Microsoft or Microsoft-Authorized course leading to certification as a network engineer, shall, upon completion of the course, receive a base salary increase of \$1,000 for up to a maximum of six courses.

2. Upon successful completion of all the courses which comprise the training program (was six, later seven), the subject unit member shall receive an additional base salary increase of \$4,000. It is understood, therefore, that any participating employee who successfully completes the training program shall receive a total base salary increase of \$10,000.

3. Successful completion shall be defined as passing all the tests required for a particular course, or, in relation to the \$4,000 increase, any further tests that might be required for certification as a network engineer.

4. If the successful completion at a Microsoft or Microsoft authorized course requires a subject unit member to take a test for which there is a fee attached, the District agrees to pay that fee one time. Accordingly, if for any reason a subject unit member must take the same test more than one time, the District is only obligated to pay the fee for the first test.

5. Beginning with the 2006-07 contract year, subject unit members shall be placed in the step closest to 103% of their June 30, 2006 pay.

6. Each base salary increase is premised upon two years of future service with the District. Therefore, if a subject unit member's employment with the District is terminated due to his/her resignation or discharge for cause, the unit member must repay to the District the full amount of the additional income received by him/her as a result of that increase if the termination of employment occurs within one year of receipt of the base salary increase. If a subject unit member's employment with the District is terminated due to his/her resignation or discharge for cause more than one year, but less than two years, from receipt of a base salary increase, the unit member must repay to the District fifty percent (50%) of the additional income received as a result of that base salary increase. The District may deduct any money owed as a result of this paragraph from an employee's last paychecks, and may recover the remainder in court if necessary.

ARTICLE 9 - Miscellaneous Benefits

A. Emergency Closing Days: Unit members shall not be required to report for work on District-wide school emergency closing days.

B. Notification of Elimination of Position: Unit members shall be notified in writing of organizational changes requiring position elimination at least 6 weeks prior to the date on which those eliminations become effective.

C. Retirement credit for unused sick leave shall be available as per Section 41-j of the Retirement and Social Security Law.

D. 1. The District will post all known vacancies covered by this agreement on District bulletin boards for ten (10) working days. An employee who desires to apply for posted vacancies shall make written application with the District personnel office. Positions covered by the Civil Service Law will be filled in a manner consistent with civil service requirements.

2. The District, CLASS, and all unit members shall comply with the Civil Service Law and Rules.

3. If necessary during July and August, the District may hire temporary hourly workers to alleviate seasonal workloads. These workers may receive hourly wages less than those of current unit members. These temporary summer positions will be posted as stated in paragraph 1, above.

4. During the 10-month school year, the District, at its discretion, may hire temporary "interns/trainees" for the purpose of training and workload relief, and may set the salaries for same. However, the Association shall be notified of such hirees who shall become unit members after twelve (12) weeks.

5. The District will notify the president of CLASS in writing when any new employees covered by this agreement are hired.

ARTICLE 10 - Grievance Procedure

A. Declaration of Policy

In order to establish a more harmonious and cooperative relationship between the District and unit members, it is hereby declared to be the purpose of this Article to provide for settlement of differences promptly and fairly through procedures under which unit members may present grievances free from coercion, interference, restraint, discrimination, or reprisal.

B. Definitions

A "grievance" shall mean any claim by a unit member, group of unit members, or the Association on its own behalf that there has been a violation or misapplication of the Agreement or written Board policy. The Association may grieve on its own behalf that the integrity of this Agreement has been violated.

C. Procedural Stages

1. Step 1 - Departmental Level

Unit members having a grievance shall present it in writing to the administrator in charge of their department. If a unit member is in charge of the

department, "Administrator in charge of the Department" shall mean the administrator to whom the unit member reports.

The presentation of such a grievance shall take place within twenty (20) working days following the act or condition which is the basis of the grievance. Association grievances shall be subject to the same time limitation but may be raised initially at Step 2.

The aggrieved party and the administrator in charge of the department shall meet to discuss the grievance within ten (10) working days of submission of the written grievance, with a view of arriving at a mutually satisfactory resolution.

The administrator in charge of the department shall communicate his/her decision regarding the grievance to the aggrieved party in writing within five (5) working days after the conference

2. Step 2 - Superintendent Level

If the grievance is not resolved at the Departmental Level, the aggrieved party may appeal to the Superintendent, within five (5) working days after he/she has received the Step 1 decision. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based.

Within fifteen (15) working days of the receipt of the appeal, the Superintendent, or his/her duly authorized representative, shall meet with the aggrieved party with a view to arriving at a mutually satisfactory resolution of the grievance. The Superintendent or his/her designee shall communicate his/her decision regarding the grievance in writing within ten (10) working days after the conference.

3. Step 3 - Advisory Arbitration

Within ten (10) days of receiving the decision of the Superintendent, the Association may decide, by written notice to the Superintendent, to take the grievance to advisory arbitration pursuant to the Voluntary Labor Rules of Procedure of the American Arbitration Association.

The decision of the Arbitrator shall be advisory only.

Thirty (30) days after the District receives the Arbitrator's award, the award will become final and binding, unless the Board of Education has first passed a resolution rejecting the award and stating the reasons therefor. The decision of the Board shall be final and binding, except that it may be challenged as arbitrary and capricious under Article 78 of the C.P.L.R.

D. General Principles

1. Failure at any step of this procedure to communicate the decision of a grievance within the specified time shall permit the lodging of an appeal at the next step of the procedure within the time that would have been allotted had the decision been communicated by the final day.

2. If the decision at one step is not appealed to the next step of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.

3. The aggrieved party may appear alone or he/she may be represented by the Association at any stage of the procedure, at the option of the aggrieved party.

4. The District and the Association agree to facilitate any investigation that may be required and to make available any and all non-privileged material and relevant documents, communications, and records at the request of the other party.

5. The grievant may call witnesses on his/her own behalf and the District will make such witnesses who are in the employ of the Board reasonably available.

6. No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the District against the grievant, any party in interest, any representative, any other participant in the grievance procedure, or any other person by reason of the grievance or his/her participation in it. Likewise, no interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the Association against an individual or individuals because of the position or actions that they take with regard to any grievance.

7. Nothing in this procedure shall be construed as limiting the right of any unit member who has a grievance to discuss the matter informally with any appropriate member of the administration and to have the grievance informally adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement. The Association shall be given the opportunity to be present at such adjustment and to state its views on the grievance before the adjustment becomes final.

8. Since it is important to good relations that grievances be processed as rapidly as possible, every effort shall be made by all parties to expedite the process. Time limits specified for either party should be viewed as "outside limits", and shall, in general, be extended only by mutual agreement.

9. The District shall be responsible for accumulating and maintaining on each grievance the grievance file, which shall consist of any written communications relevant to the grievance. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the grievant, nor shall there be any unnecessary allusion to the grievance in the grievant's personnel file. The grievance file shall be available for copying by the grievant, the Association, and the District, but it shall not be deemed a public record.

ARTICLE 11 - Management Rights

A. The District reserves all rights, powers, and authority customarily exercised by public employers and management, except as otherwise specifically modified by express provision of this Agreement. Nothing in this Agreement shall be construed to limit the District in any way in the exercise of the regular and customary functions of management and the operations of government, including without any limitation whatsoever its powers to plan, determine, direct, and control the nature and extent of its operations and the working force employed to maintain its operations; the number, size, and location of its facilities; the services to be provided and the means, methods, or equipment to be employed in providing and/or delivering same; the quality, quantity, and standards of work performed; the number of shifts, hours of work, and overtime; the introduction of any new services and/or means, methods, equipment, or facilities employed in delivering same; the direction and control of its working force; the creation or abolition of jobs; the determination of the number of employees it deems essential to fill the various jobs and assignments required; the transfer or subcontracting of work, or the discontinuation or relocation of all or any portion of the operations now or hereafter carried on at the location(s) covered by this Agreement; the promulgation or modification of work rules and regulations; and setting or amending terms and conditions of employment of its employees, except to the extent specifically limited by express provision of this Agreement.

B. The District's failure to exercise any management right and/or government function shall not be deemed a waiver of same. Further, the exercise of any management right and/or government function in a particular manner shall not prevent the District from exercising such management right and/or government function in any other manner, provided that any such change shall not require a change in any term or condition of employment specifically covered by express provision of this Agreement.

C. The District reserves the right to promulgate and enforce work rules related to the unit members' working relationship with the District, provided such work rules do not conflict with a specific provision of this Agreement concerning a term or condition of employment.

D. Nothing in this Article shall be construed as a waiver of the Association's right to negotiate over the impact of any management decision on terms and conditions of employment.

E. Notwithstanding the above, the District may not alter a mandatory subject of bargaining without negotiating with the Association.

ARTICLE 12 – Duration and Contract Year

This Agreement shall be in effect from July 1, 2005 through August 31, 2010. Effective September 1, 2005, the contract year shall be September 1 through August 31.

ARTICLE 13 - Legislative Approval

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS BEEN GIVEN APPROVAL.

ARTICLE 14 - Savings Clause

If any provision of this Agreement is or shall at any time be judged contrary to law in a court of competent jurisdiction, then such provision shall not be applicable or performed or enforced or subject to the grievance procedure, except to the extent permitted by law. However, all other provisions of this Agreement will continue in effect.

ARTICLE 15 - Complete Agreement

The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter that is or could have been referred to or covered in this Agreement. Nothing herein shall restrict the District in the exercise of its management rights and/or governmental functions.

ARTICLE 16 - Modification

This Agreement cannot be modified, except by a written document signed by the parties.

IN WITNESS WHEREOF, the District and the Association hereby cause this Agreement to be executed by their respective proper representatives, and hereby represent that said representatives have authority to enter into this Agreement, on the date below written.

CLARKSTOWN CENTRAL SCHOOL DISTRICT

By: Margaret Keller-Coggin

Date: 8-25-06

CLARKSTOWN ASSOCIATION OF SUPPORT SERVICES/SAANYs

By: [Signature]

Date: 8/25/06

APPENDIX A

2005-2006 Grid placement

Shain	Jacob	Step 10
Katrina	Ceglinski	Step 12
Rene	Jacob	Step 17
Charlton	Machado	Step 17
Hassan	Daryani	Step 21
Abhijik	Thorat	Step 21
Juan	Villamar	Step 22
Jack	DosSantos	Step 24

CLASS SALARY GRID
2005-2010

Grid 2005-06

Grid 2006-07 (closest Step)

@3%
2006-07

Column 1

Column 2

Column 3

Column 4

Column 5

Column 6

Step

Step

1	31,209	1	\$32,145	\$32,645	\$33,145	\$33,645	\$34,145	\$34,645	\$35,145
2	32,457	2	\$33,431	\$33,931	\$34,431	\$34,931	\$35,431	\$35,931	\$36,431
3	33,756	3	\$34,768	\$35,268	\$35,768	\$36,268	\$36,768	\$37,268	\$37,768
4	35,106	4	\$36,159	\$36,659	\$37,159	\$37,659	\$38,159	\$38,659	\$39,159
5	36,510	5	\$37,605	\$38,105	\$38,605	\$39,105	\$39,605	\$40,105	\$40,605
6	37,971	6	\$39,110	\$39,610	\$40,110	\$40,610	\$41,110	\$41,610	\$42,110
7	39,299	7	\$40,478	\$40,978	\$41,478	\$41,978	\$42,478	\$42,978	\$43,478
8	40,675	8	\$41,895	\$42,395	\$42,895	\$43,395	\$43,895	\$44,395	\$44,895
9	42,099	9	\$43,362	\$43,862	\$44,362	\$44,862	\$45,362	\$45,862	\$46,362
10	43,680	10	\$44,990	\$45,490	\$45,990	\$46,490	\$46,990	\$47,490	\$47,990
11	45,097	11	\$46,450	\$46,950	\$47,450	\$47,950	\$48,450	\$48,950	\$49,450
12	47,093	12	\$48,506	\$49,006	\$49,506	\$50,006	\$50,506	\$51,006	\$51,506
13	48,309	13	\$49,758	\$50,258	\$50,758	\$51,258	\$51,758	\$52,258	\$52,758
14	50,000	14	\$51,500	\$52,000	\$52,500	\$53,000	\$53,500	\$54,000	\$54,500
15	52,000	15	\$53,560	\$54,060	\$54,560	\$55,060	\$55,560	\$56,060	\$56,560
16	53,561	16	\$55,168	\$55,668	\$56,168	\$56,668	\$57,168	\$57,668	\$58,168
17	55,436	17	\$57,099	\$57,599	\$58,099	\$58,599	\$59,099	\$59,599	\$60,099
18	57,376	18	\$59,097	\$59,597	\$60,097	\$60,597	\$61,097	\$61,597	\$62,097
19	59,384	19	\$61,166	\$61,666	\$62,166	\$62,666	\$63,166	\$63,666	\$64,166
20	61,463	20	\$63,307	\$63,807	\$64,307	\$64,807	\$65,307	\$65,807	\$66,307
21	63,614	21	\$65,522	\$66,022	\$66,522	\$67,022	\$67,522	\$68,022	\$68,522
22	66,353	22	\$68,344	\$68,844	\$69,344	\$69,844	\$70,344	\$70,844	\$71,344
23	68,145	23	\$70,189	\$70,689	\$71,189	\$71,689	\$72,189	\$72,689	\$73,189
24	69,832	24	\$71,927	\$72,427	\$72,927	\$73,427	\$73,927	\$74,427	\$74,927
25	72,276	25	\$74,444	\$74,944	\$75,444	\$75,944	\$76,444	\$76,944	\$77,444

2007-08

Step 1	\$33,110	\$33,610	\$34,110	\$34,610	\$35,110	\$35,610	\$36,110
2	\$34,434	\$34,934	\$35,434	\$35,934	\$36,434	\$36,934	\$37,434
3	\$35,811	\$36,311	\$36,811	\$37,311	\$37,811	\$38,311	\$38,811
4	\$37,244	\$37,744	\$38,244	\$38,744	\$39,244	\$39,744	\$40,244
5	\$38,734	\$39,234	\$39,734	\$40,234	\$40,734	\$41,234	\$41,734
6	\$40,283	\$40,783	\$41,283	\$41,783	\$42,283	\$42,783	\$43,283
7	\$41,693	\$42,193	\$42,693	\$43,193	\$43,693	\$44,193	\$44,693
8	\$43,152	\$43,652	\$44,152	\$44,652	\$45,152	\$45,652	\$46,152
9	\$44,662	\$45,162	\$45,662	\$46,162	\$46,662	\$47,162	\$47,662
10	\$46,340	\$46,840	\$47,340	\$47,840	\$48,340	\$48,840	\$49,340
11	\$47,843	\$48,343	\$48,843	\$49,343	\$49,843	\$50,343	\$50,843
12	\$49,961	\$50,461	\$50,961	\$51,461	\$51,961	\$52,461	\$52,961
13	\$51,251	\$51,751	\$52,251	\$52,751	\$53,251	\$53,751	\$54,251
14	\$53,045	\$53,545	\$54,045	\$54,545	\$55,045	\$55,545	\$56,045
15	\$55,167	\$55,667	\$56,167	\$56,667	\$57,167	\$57,667	\$58,167
16	\$56,823	\$57,323	\$57,823	\$58,323	\$58,823	\$59,323	\$59,823
17	\$58,812	\$59,312	\$59,812	\$60,312	\$60,812	\$61,312	\$61,812
18	\$60,870	\$61,370	\$61,870	\$62,370	\$62,870	\$63,370	\$63,870
19	\$63,001	\$63,501	\$64,001	\$64,501	\$65,001	\$65,501	\$66,001
20	\$65,206	\$65,706	\$66,206	\$66,706	\$67,206	\$67,706	\$68,206
21	\$67,488	\$67,988	\$68,488	\$68,988	\$69,488	\$69,988	\$70,488
22	\$70,394	\$70,894	\$71,394	\$71,894	\$72,394	\$72,894	\$73,394
23	\$72,295	\$72,795	\$73,295	\$73,795	\$74,295	\$74,795	\$75,295
24	\$74,085	\$74,585	\$75,085	\$75,585	\$76,085	\$76,585	\$77,085
25	\$76,678	\$77,178	\$77,678	\$78,178	\$78,678	\$79,178	\$79,678

	2008-09 @ 3%	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Step 1	34,103	\$34,603	\$35,103	\$35,603	\$36,103	\$36,603	\$37,103
2	35,467	\$35,967	\$36,467	\$36,967	\$37,467	\$37,967	\$38,467
3	36,886	\$37,386	\$37,886	\$38,386	\$38,886	\$39,386	\$39,886
4	38,361	\$38,861	\$39,361	\$39,861	\$40,361	\$40,861	\$41,361
5	39,896	\$40,396	\$40,896	\$41,396	\$41,896	\$42,396	\$42,896
6	41,491	\$41,991	\$42,491	\$42,991	\$43,491	\$43,991	\$44,491
7	42,944	\$43,444	\$43,944	\$44,444	\$44,944	\$45,444	\$45,944
8	44,447	\$44,947	\$45,447	\$45,947	\$46,447	\$46,947	\$47,447
9	46,002	\$46,502	\$47,002	\$47,502	\$48,002	\$48,502	\$49,002
10	47,730	\$48,230	\$48,730	\$49,230	\$49,730	\$50,230	\$50,730
11	49,279	\$49,779	\$50,279	\$50,779	\$51,279	\$51,779	\$52,279
12	51,460	\$51,960	\$52,460	\$52,960	\$53,460	\$53,960	\$54,460
13	52,789	\$53,289	\$53,789	\$54,289	\$54,789	\$55,289	\$55,789
14	54,636	\$55,136	\$55,636	\$56,136	\$56,636	\$57,136	\$57,636
15	56,822	\$57,322	\$57,822	\$58,322	\$58,822	\$59,322	\$59,822
16	58,528	\$59,028	\$59,528	\$60,028	\$60,528	\$61,028	\$61,528
17	60,576	\$61,076	\$61,576	\$62,076	\$62,576	\$63,076	\$63,576
18	62,696	\$63,196	\$63,696	\$64,196	\$64,696	\$65,196	\$65,696
19	64,891	\$65,391	\$65,891	\$66,391	\$66,891	\$67,391	\$67,891
20	67,162	\$67,662	\$68,162	\$68,662	\$69,162	\$69,662	\$70,162
21	69,513	\$70,013	\$70,513	\$71,013	\$71,513	\$72,013	\$72,513
22	72,506	\$73,006	\$73,506	\$74,006	\$74,506	\$75,006	\$75,506
23	74,464	\$74,964	\$75,464	\$75,964	\$76,464	\$76,964	\$77,464
24	76,307	\$76,807	\$77,307	\$77,807	\$78,307	\$78,807	\$79,307
25	78,978	\$79,478	\$79,978	\$80,478	\$80,978	\$81,478	\$81,978

	2009-2010	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Step 1	35,126	\$35,626	\$36,126	\$36,626	\$37,126	\$37,626	\$38,126
2	36,531	\$37,031	\$37,531	\$38,031	\$38,531	\$39,031	\$39,531
3	37,992	\$38,492	\$38,992	\$39,492	\$39,992	\$40,492	\$40,992
4	39,512	\$40,012	\$40,512	\$41,012	\$41,512	\$42,012	\$42,512
5	41,092	\$41,592	\$42,092	\$42,592	\$43,092	\$43,592	\$44,092
6	42,736	\$43,236	\$43,736	\$44,236	\$44,736	\$45,236	\$45,736
7	44,232	\$44,732	\$45,232	\$45,732	\$46,232	\$46,732	\$47,232
8	45,780	\$46,280	\$46,780	\$47,280	\$47,780	\$48,280	\$48,780
9	47,382	\$47,882	\$48,382	\$48,882	\$49,382	\$49,882	\$50,382
10	49,162	\$49,662	\$50,162	\$50,662	\$51,162	\$51,662	\$52,162
11	50,757	\$51,257	\$51,757	\$52,257	\$52,757	\$53,257	\$53,757
12	53,004	\$53,504	\$54,004	\$54,504	\$55,004	\$55,504	\$56,004
13	54,372	\$54,872	\$55,372	\$55,872	\$56,372	\$56,872	\$57,372
14	56,275	\$56,775	\$57,275	\$57,775	\$58,275	\$58,775	\$59,275
15	58,526	\$59,026	\$59,526	\$60,026	\$60,526	\$61,026	\$61,526
16	60,284	\$60,784	\$61,284	\$61,784	\$62,284	\$62,784	\$63,284
17	62,393	\$62,893	\$63,393	\$63,893	\$64,393	\$64,893	\$65,393
18	64,577	\$65,077	\$65,577	\$66,077	\$66,577	\$67,077	\$67,577
19	66,837	\$67,337	\$67,837	\$68,337	\$68,837	\$69,337	\$69,837
20	69,177	\$69,677	\$70,177	\$70,677	\$71,177	\$71,677	\$72,177
21	71,598	\$72,098	\$72,598	\$73,098	\$73,598	\$74,098	\$74,598
22	74,681	\$75,181	\$75,681	\$76,181	\$76,681	\$77,181	\$77,681
23	76,698	\$77,198	\$77,698	\$78,198	\$78,698	\$79,198	\$79,698
24	78,597	\$79,097	\$79,597	\$80,097	\$80,597	\$81,097	\$81,597
25	81,347	\$81,847	\$82,347	\$82,847	\$83,347	\$83,847	\$84,347